B. I. NEWS

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Industrial Relations Director Heads B.I. Personnel Dept.

THEODORA M. JAY

Theodora M. Jay of Cambridge has been appointed Director of Personnel at the Hospital.

For the past seven years she was industrial relations director at Tracerlab, Inc., Waltham, where she developed the industrial relations function among scientists and professional personnel employed in atomic research and applied radioactivity.

In addition to extensive experience in personnel work and employee relations, Miss Jay has been active in the field of education, community relations and social service.

She was consultant and senior supervisor for the Adult Education Bureau, University of the State of New York, and developed grass roots and leadership training programs throughout various size communities.

She was casework supervisor of the Traveler's Aid Society in Albany, N. Y., with additional responsibility for community and agency relations, and was associated with the experimental TV Station WRGB and Radio Station WGY in a community relations capacity.

A graduate of Middlebury College, Miss Jay received her Master's Degree in personnel and public relations from the Boston University School of Public Relations and Communications, and did graduate work at the University of Michigan in business administration and industrial relations.

O. P. D. Improvements Cited in National Journal

How Beth Israel Hospital has improved its Out-Patient Department by the introduction of a "bench removal index" has been reported in one of the articles featured in "Hospitals," the official journal of the American Hospital Association.

"A Fresh Look at Out-Patient Department Problems" appeared in the March 1 issue, devoted to out-patient departments. The author is Dr. Sidney S. Lee, Director of Clinical Services at Beth Israel and instructor at Harvard School of Public Health.

The "bench removal index" was one of the improvements produced as a result of the inauguration of a scheduled appointment system in the Hospital's Out-Patient Department.

"Before scheduled appointments," Dr. Lee explained, "patients came for the half day. This meant that some 75 benches, each seating six to eight patients, were occupied most of the day. As the appointment system grew, benches were removed from the clinic areas at the rate of about two per week.

"At present, there are less than half as many benches and these are fully occupied at peak hours," he continued.

DR. SIDNEY S. LEE

"The doctors and nurses find that they are less harassed now, as patients are no longer fatigued and irritated by long waiting hours. Overall clinical administration has also been greatly simplified due to the spreading of the load."

Dr. Lee stated that substantial progress also has been made in bringing services to the patient in a coordinated fashion whenever possible. For example, two years ago, the average diabetic patient consumed almost four hours per clinic visit. He was seen by the physician in the diabetic clinic on the first floor, then by the nutritionist in the food clinic in the basement down a long corridor, then returned to the elevator and up to the second floor to the chiropodist.

Perhaps then, he went to the third floor to the social worker. If there were no need for return to the physician, he went back to the first floor to the pharmacy and out.

By relocating the chiropodist, the nutritionist and the social worker in the clinic adjacent to the physician and laboratory, the average patient now spends forty-five minutes in the clinic area for the same services. Moreover, the staff rendering these services has an opportunity to confer directly with one another as problems arise.

He said that scheduled appointments were instituted to cope with the central problem of OPD today of "fragmentation of care," which has resulted from increasing specialization of medical practices.

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Combined Jewish Appeal

The Combined Jewish Appeal of Greater Boston is now underway with over 50,000 men, women and children volunteers, from 28 suburban cities and towns, plunging into this concerted and concentrated campaign to help the community fulfill its mission to the needy and distressed.

Some 201 local, national and overseas agencies of the CJA will benefit from this annual campaign. Included among them are the constituent agencies of the Associate Jewish Philanthropies — which receives funds from the proceeds of the CJA community-wide effort.

One of these agencies is Beth Israel Hospital. The funds allocated to the Hospital by AJP are used to give free and part-free care without regard to race or creed.

The employees of the Hospital are being asked to contribute to CJA through a direct contribution to their employee captains or through payroll deductions.

See page 3 for the picture-story on how Beth Israel utilizes your CJA contribution. It may have helped you, a member of your family, a friend or neighbor.

U.S.P.H.S. Awards Hospital $355,343 for Research

Beth Israel Hospital has received a grant of $355,343 for the next four and one-half years for research in blood clotting and hemorrhagic diseases, Dr. Cecil G. Sheps, General Director, has announced.

The grant was awarded by the U. S. Public Health Service to Dr. Benjamin Alexander, Associate Director of the Medical Service and Associate in Medical Research at Beth Israel. He is also Associate Professor of Medicine at Harvard Medical School.

The work in which Dr. Alexander and his associates will be engaged is a continuation of his research studies on how blood clots, why it fails to do so under certain circumstances leading to uncontrolled bleeding, or why blood sometimes clots excessively.

Important contributions to the knowledge and control of blood-clotting mechanisms have come from Dr. Alexander's research at Beth Israel over the past 10 years. He and his colleagues discovered the plasma component, SPCA, which plays a fundamental role in the velocity of the blood-clotting process. He also has developed simple methods of obtaining the blood-clotting element, prothrombin, from the human plasma in a form suitable for clinical testing against certain abnormal bleeding conditions. He has contributed both to the biochemical study of blood elements and to the clinical management of hemophilia.

Dr. Alexander's earlier studies have contributed to biochemical and clinical knowledge of nutrition and of shock. He has developed simple chemical methods for measuring the vitamin (thiamine), in tissues, blood and urine, and worked out precise relationships in human subjects between administered thiamine and its metabolism in the body. He later developed methods, now widely used, for measuring certain amino acids related to shock and other pathological conditions in man.

He has been conducting clinical and laboratory research at the Beth Israel Hospital and teaching at the Harvard Medical School since 1939. He also is a consultant in medicine to the Children's Hospital.

A resident of Brookline, Mass., Dr. Alexander received the A.B. summa cum laude from Harvard College in 1930, working especially in chemistry. He continued his biochemical studies while at Harvard Medical School and received his M.D. magna cum laude in 1934.

DR. BENJAMIN ALEXANDER

Dr. Alexander serves on committees studying coagulation problems for the American Red Cross, the National Research Council and the Commission on Plasma Fractionation and Related Processes. In 1950-52, he was a member of the Josiah Macy Jr. Conference Group on Blood Clotting.

HIGH SCHOOL GRADUATE — Mrs. Ebba Schkoba, right, Nurse's Aid in Central Supply, beams as she receives congratulations from, left, Helen Doucette, Supervisor, and Mrs. Dorothy MacLeod on her graduation from Roslindale High night school. Mrs. Schkoba, 62-years-old young, has been at Beth Israel for the past four years.

O.P.D. IMPROVEMENTS

(*Continued from page 1*)

Dr. Lee explained that "fragmentation of care" is expensive not only to the patients time and well-being, but also to the physician and hospital. "It means unnecessary and duplicating visits, overutlization of ancillary services, conflicting instructions and medications and wasteful use of time and space."

During the past three years scheduled appointments have been instituted at Beth Israel. 97 per cent of the patients come to the clinics at the time the doctor will see them. In most clinics they are seen by the same physician on each visit.

Medical Technology School Is Approved for Training

The Beth Israel Hospital School of Medical Technology has been approved by the American Society of Clinical Pathologists and the Council on Medical Education and Hospitals of the American Hospital Association.

The school will offer a course, effective July 1, in medical technology to students with two years of college training. There are no tuition fees or stipend arrangements.

Students completing the course will be eligible for registry examination by the Board of Registry of the American Society of Clinical Pathologists.

Training is for 12 months and includes study in biochemistry, hematology, clinical microscopy, bacteriology, parasitology, tissue technique, serology, urinalysis, basal metabolism, electro-cardiography and blood banking.

The course will be under the direction of Dr. David G. Freiman, Pathologist-in-Chief and Director of Laboratories at Beth Israel and Clinical Professor of Pathology at Harvard Medical School.

CJA...

Helps you, your family, friends, your community

How the Hospital Uses Your CJA Contribution

The Beth Israel Hospital gave over $900,000 worth of free and part-free care in 1957 to people who were unable to afford private medical care.

Who enables the Hospital to give the needed medical care to the young and old alike? It is YOU — through your contribution to the Combined Jewish Appeal.

Did you know that our Hospital sets aside 100 beds for patients who receive medical care at no cost to them, or far below the actual cost?

Did you know that our Out-Patient Department provides free or low-cost ambulatory care to people visiting the many clinics?

Do you know that all this is made possible by your CJA contribution — because it is the CJA campaign that provides the funds to enable our Hospital to give free and part-free medical care?

And do you know that YOU, in the final analysis, are helping Beth Israel to serve its proper function as a Community and University hospital dedicated to better patient care — by your CJA contribution?

So bear these facts in mind when you are asked to contribute.

The CJA Campaign begins at the Hospital Thursday, May 8, and will continue through Thursday, May 22.

YOU GIVE FOR THE OPPRESSED — Three refugee children, a sister and her two brothers, savor their first hospital experience in this country as they visit OPD Clinics for a check-up. To families from other lands, the doors of B.I. are open—and medical care waiting.

YOU GIVE FOR THE ELDERLY—All the professional skills and resources of the Hospital are used to help the chronically-ill in meeting the health needs of the aged in the community. The Beth Israel works with other agencies in this important effort.

YOU GIVE FOR THE COMMUNITY — For the young and old alike, your CJA contribution helps to provide the specialized medical care, including all the advantages that a teaching and research hospital offers, so that they will be able to live healthy and fruitful lives in the community.

Meet The Family

FRED SILVERSMITH

Beth Israel has in its employ a man whose indomitable spirit and ambition propelled him from Nazi Germany—to a refugee camp in Holland — and finally to Boston and the Hospital as its chief electrician.

In 1939, when Germany became a place of terror for the Jews, Fred and his wife flew to Holland where they remained in a refugee camp for a year. They came to the United States in 1940 — just three months before Holland was invaded.

Because he could not find work as an electrician — a trade he had learned in Cologne, Germany — he and his wife found employment as a chauffeur and cook for a Newtonville family. Later the Silversmiths moved to Florida, but returned to settle in Boston.

Fred worked at odd jobs during the day and studied electrical engineering nights at Wentworth Institute and Franklin Institute. He also took courses in air conditioning, refrigeration and English at other night schools.

After earning a degree of Master Electrician and a Massachusetts license in elevator construction, he came to Beth Israel 16 years ago and was placed in charge of air-conditioning and refrigeration. At that time Fred was the only electrician in the Maintenance Department.

A creative person whose interests are varied and extensive, Fred has completed University Extension courses in art, sculpture and Hi-Fi. He has studied woodworking and attended ham radio classes at M.I.T. He is now the proud recipient of a ham radio license and is a member of the Museum of Science. He and his wife and two sons live in Malden.

Give!
to C.J.A.!

What's Going On?

Clinical Laboratories: In the news is the opening of the new Hematology Laboratory on 3-N, with the Chemistry Laboratory occupying the old quarters of 3-N's new occupants.

Two marriages highlight the social news. Susan Eliopoulos, Chief Technician in Hematology, is now Mrs. Theodore Calianos. . . . The newlyweds honeymooned in Nassau . . . Gregory Kwok, part-time technician, wedded Mishiko Hongo.

Dental Department: Mrs. Marion Leventhal is back from a week's vacation in Philadelphia and Washington, D. C. . . . While at the nation's capitol, she attended the biennial convention of the National Jewish Welfare Board with Mr. Leventhal, who is president of the New England Section.

Nursing Department: Bon Voyage to Freida Silverman and Doris Donovitz who will be vacationing in Europe for six weeks. . . . Smooth sailing on May 14th, girls! . . . And welcome back to Annie Phillips.

Congratulations to these new mothers: Irma Schlotman, Patricia Hassid, and Anna Bell . . . all of whom had girls. Bouncing boys were born to Sylvia Phillips, Nancy Nystrom, Sue Ecklund and Barbara Schapero.

Welcome to Patricia Gust and Barbara Dawson from Household Nursing and to Cynthia Nalvin of Brooklyn, N. Y.; Ethel Leavitt of Malden Hospital; Joan Riley of Nova Scotia; and Annie Collins and Ellen Varian of London, England.

Congratulations to Marjorie Gobell, Cornelia Lee and Beulau Gooden, Nurses' Aid Trainees, who received their caps in February. . . . The Central Supply Room welcomes Donalda Rohen, Ellan Pharms and Mattie Arkord, who has transferred from Housekeeping.

Soon to receive caps are Nurses' Aid Trainees Betty Jo Anderson, Edith Nickerson, Christine Turbett, Mary Pucci and Rosaleen Bevan. . . . Welcome to new orderly Marvo DiGregorio.

Pathology Service: Congratulations to Mrs. Eunice Friedlander, formerly Eunice Wilson. . . . Welcome to Mrs. Marilyn Heinstein, secretary, and to Ethel Shulam, Tissue Technician. . . . Back from a trip to South America is Dr. Gabriel Ortega.

Purchasing Department: "Better Purchasing for Better Patient Care" was the subject of a paper presented by Vincent W. Godlesky at the annual New England Hospital Assembly. New receiving clerk is Peter J. Plagee.

Psychiatry Service: The secretarial staff is slowly being invaded by the British! . . . This started in July when Penelope Wells became executive secretary. . . . Marie Fineberg of London joined us in January and Jane Godley, a recent arrival, came in March. . . . In the same period Harriet Minchin and Arlene Kroneberg were welcomed into American ranks.

Mrs. Ethel Timbrell's second granddaughter was born in Salem last month. Mrs. Timbrell is now awaiting the arrival of her daughter and son-in-law from Tokyo this summer . . . with her first granddaughter, born last August.

Dr. Leo Berman was a consultant to Baylor University Medical School and Houston, Texas, public schools in February. . . . He described the work in which the service has been engaged in the public schools in this area since 1949. . . . In March, he discussed "Some Considerations in Working Toward an Integration of Individual and Group Psychology" at the annual meeting of the Boston University School of Social Work Alumni Association.

Dr. Edward Daniels participated in a TV panel, "Juvenile Delinquency, Its Cause and Control," on WBVR in February. . . . Dr. Norman Zinberg served as a research consultant at the University of North Carolina College of Medicine early this month.

Social Service Department: Mrs. Beatrice Phillips spoke on "The Social Worker's Contribution to the Training Program for Medical Students" at the monthly staff meeting of the Mental Hygiene Unit of the Veteran's Administration. . . . A vacation note here: Mrs. Phillips recently returned from a trip to Mexico with Mr. Phillips. . . . Lois Missle and Muriel Fine spent a week in March in Bermuda.

Beatrice Stone was discussion leader on "Social Diagnosis" at a meeting sponsored by the Medical Social Work Section of NASW. . . . Mrs. Rose Kelman lectured at Boston University School of Social Work. Her subject was "Hospital Social Work."

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